

## **Responses to PERC Conference Surveys**

1. The conference should include smaller breakout sessions.

The hotel that we use does not have sufficient space to permit break out sessions. Other hotels or facilities in the area that do have sufficient space to permit break out sessions do not have the space to accommodate the large number of attendees in one room.

In an attempt to address this issue we have arranged with Rutgers University School of Management and Labor Relations for labor relations training in smaller groups. You may wish to explore such training. In addition, Commission staff is available to make presentations to small groups. Give us a call if you are interested in such presentations. Contact information is on our website: [www.state.nj.us/perc](http://www.state.nj.us/perc).

2. The conference should include specific subjects or have particular speakers.

We are always looking for interesting subjects and qualified speakers and thank you for your suggestions. If you did not offer a suggestion, we invite you to make one.

3. I disagreed with the comments made by one of the panel members.

The conference format has long included presentations by labor and management representatives, with Commission staff or other neutrals as moderators. While the moderators work with the panel members to generally discuss the assigned topics, the moderators and the Commission cannot and do not censor what a panel member will say. If panel members go “off topic” without notice to the moderator, the moderator will have no way of knowing that in advance. In any event, the Commission expects and hopes that the result is a lively, topical discussion of labor relations issues of interest to the most people. Keep in mind that panel members whose comments generate a “buzz” often receive as many positive responses as negative.

4. One of the panels included information that was too basic.

We try to present a balanced program. If you have been coming to the PERC Conference for a number of years you may have noticed that there are many new faces. Our community has been undergoing a generational change with experienced folks retiring and being replaced by people with less experience. We have an obligation to present information for the broad range of people who attend our conference.

5. The back of the conference room is too noisy.

We agree. We will try, once again, to take steps to improve in this regard. However, we would appreciate your help in spreading the word to some of your fellow attendees to be more considerate of those who are trying to listen to the presentations.

6. There should have been time for questions from the audience.

Past conferences have included provision for questions from the audience. However, the 2006 conference format was changed to three panels from a two-panel format. We also eliminated the skit, cut back on introductions, and took other steps to free up conference time. This was done in response to audience feedback for more opportunities to learn about a broader range of topics. So you can see that it is a balancing act. Do we have fewer, possibly shorter panels and allow for questions or more panels with no questions?

We appreciate your feedback and will consider your comments and suggestions when we prepare for the 2007 conference. If you have any other comments or suggestions, please let us know. Again, our website([www.state.nj.us/perc](http://www.state.nj.us/perc)) contains contact information.

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